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CIA CAREER COUNCIL

41st Meeting

Thursday, 21 March 1957

DCI Conference Room

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CIA CAREER COUNCIL

41st Meeting

Thursday, 21 March 1957

DCI Conference Room

Present

Lawrence K. White  
Deputy Director (Support)  
Chairman for 1st portion of meeting

Gordon M. Stewart  
Director of Personnel  
Chairman for latter portion of meeting

Matthew Baird  
Director of Training  
Member

[REDACTED]  
Chief, Admin Staff, Office of Communications  
Alternate for Director of Communications, Member

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[REDACTED]  
Chief of Operations, DD/P  
Alternate for DD/P, Member

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Lyman B. Kirkpatrick  
Inspector General  
Member

Huntington Sheldon  
Acting DD/I  
Alternate for DD/I, Member

[REDACTED]  
DD/Pers/PD  
Executive Secretary

25X1A9a

[REDACTED]  
Office of Personnel  
Reporter

25X1A9a

Guests

[REDACTED] Office of General Counsel  
[REDACTED] Mobilization Staff, Office of Personnel

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. . . . The 41st meeting of the CIA Career Council convened at 3:30 p.m., Thursday, 21 March 1957, in the DCI Conference Room, with Colonel Lawrence K. White presiding . . . .

COLONEL WHITE: The meeting will come to order.

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[REDACTED] and I met with the Bureau of the Budget and the Bureau of the Budget accepted the proposal which we circulated to all the members of the Council on the 1st of March, which is--after our meeting with you [indicating Colonel White]--which is on the agenda here. The purpose of reviewing this today is that in Gordon's memorandum to the members of the Council he assured the Council that no plan or commitments would be made with the Bureau of the Budget without the Council first having the opportunity to discuss it. Now the bill has been drafted. This [indicating the Bill dated 21 March 1957] page 4, starting with section 5, and the two lines at the top of the next page are the technical parts.

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[REDACTED] would you speak about this bill which will go to the Bureau of the Budget and, presumably, before Congress?

[REDACTED]: The bill itself?

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Yes. This is the actual wording now.

COLONEL WHITE: Before you get to the bill, I have met with the boys

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[REDACTED] again and from talking with the Bureau of the Budget I think it is probably accurate to say this is the best we are going to get out of the Bureau of the Budget. And it doesn't really appear to be unfair. They were very firm in their stand that they were not going to allow us to have anything which would give us more than what the Foreign Service had, and we would be foolish to expect to get something more through Congress. So what the boys did was to try to revise our formula so it would be accepted as not being more than what the Foreign Service gets, and that has been done. And I think the facts of life probably are that this is the best we are going to be able to get through the executive branch--as it is now written here.

MR. KIRKPATRICK: And besides, we agree.

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[REDACTED] I would suggest that you look at this piece of paper that you have in front of you. [Chart entitled "Approximate Data" dated 19 March 1957]

MR. KIRKPATRICK: I have read it.

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25X1A9a [REDACTED] There will be only six persons, in the first year after this bill has passed--presuming that it is passed this year--in other words, in calendar year 1958 there will be only six persons who may retire. They are listed here. These are actual persons. I can give you their names, if you like.

25X1A9a [REDACTED] Who are they?

. . . Mr. Sheldon joined the meeting . . .

25X1A9a [REDACTED]

[REDACTED] That's all right.

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[REDACTED] There is one rather ticklish point here. Look at Mr. G.

Mr. G happens to be [REDACTED] Well, Dan entered on duty when he was 25X1A9a 48 years of age, and according to this 40% provision of our bill he would have had to have had overseas service before becoming age 50. He did not have it. Therefore, he will be permanently disqualified from receiving any benefit for his overseas service. This is one of those acts of God. No matter where you draw the line you would have such cases.

MR. KIRKPATRICK: Dan gets credit for his military service, doesn't he?

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[REDACTED] Yes. His total Government service dates from May, 1925. But by reason of not having had overseas service prior to reaching age 50, he will not be eligible. The reason for this provision of 40% prior to reaching age 50 is due to the fact that the Bureau of the Budget believes that it is only proper and equitable that the overseas service required be in proportion to the opportunity the individual has to serve overseas. In other words, a person who enters on duty when he is 30 has 20 years with CIA in order to identify himself--because this is a self-identifying system--as an overseas type in CIA. In order to identify himself as an overseas type he must have 40% of his total service with CIA, namely 8 years of overseas service with CIA, otherwise he is not eligible. A person, however, who enters on duty when he is 40, having 10 years of service with CIA prior to reaching age 50, will have 40% of his service so he would be required to have only 4 years. In other words, the first man would have twice the opportunity to serve overseas than the second man. One of the reasons for this is that the Bureau of the Budget has found in the Wristonization

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Program of the State Department that a number of inequities have existed whereby persons entering laterally into the Foreign Service retirement system are getting the benefits of the Foreign Service retirement system without having fulfilled the obligations all the other Foreign Service Officers have. Therefore, the Bureau believes this gimmick of ours--40% prior to age 50--is most equitable, by and large, to all persons concerned. It has the distinct disadvantage, of course, of running into a case like this.

COLONEL WHITE: I think, just as you say, wherever you draw a line probably somebody would get hurt, but this is probably the least painful case that I could think of, because Dan gets credit for all of his military service and his cadet service. I mean, as far as the Government is concerned, he is being treated quite fairly, but it is just unfortunate that he doesn't get a little bit more. But I could reason that his retirement benefits as far as the United States Government are concerned, are very good--

██████████ And I think he would agree, too.

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COLONEL WHITE (Continuing): --since he went from the military into Government, and then when he elects to take the civilian retirement he even goes back and picks up four years of cadet service, which is quite helpful as far as your retirement benefits are concerned.

██████████ You see, this formula puts a really high premium on youth and having served overseas during the early period.

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██████████ And that was the object of it.

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██████████: The 40% gimmick also has the advantage that once you acquire eligibility through this, you don't lose it after you pass the 50 mark and have met the overseas requirement. Then by not serving overseas after age 50 you don't lose your eligibility.

Is there anything that you could add, John, to the approach of the Bureau of the Budget to this? I think this is the critical point, because when they saw this formula they said, "Okay, this answers all our objections."

██████████ I think what you said about it is probably enough, unless there are some questions.

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COLONEL WHITE: Does anyone want to discuss this any further? Do we have a motion that the proposed retirement legislation as it now stands be submitted?

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MR. KIRKPATRICK: So move.

. . . This motion was then seconded and passed . . .

. . . [REDACTED] left the meeting . . .

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COLONEL WHITE: The second item on the agenda is the National Defense Executive Reserve.

Has everybody read this paper? Are you ready to discuss it?

Rud, do you want to add anything to what is in this paper?

[REDACTED] We found since the paper was written that there are other groups of persons who might be susceptible to appointment to the National Defense Executive Reserve besides consultants. In reviewing the list of consultants--of which there are how many, Jim?

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[REDACTED] 209.

25X1A9a

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[REDACTED]: Do you all know [REDACTED] He is Chief of the Mobilization Staff, Office of Personnel.

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[REDACTED] There are 209, total, and they are mostly clustered in several rather technical offices. I say that because the Executive Reserve is intended primarily to produce broad-gauge executive types. Of that 209, 32 are over age 60, and 105 are clustered in OSI, ORR, TSS, and in the Office of Personnel as Procurement Consultants. Those 105 are mostly specialists rather than "executives." They are high-powered scientists--

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MR. KIRKPATRICK: There aren't many of those that you would get during a mobilization. Our consultants are actually individuals that we get as consultants because we can't hire them as employees. I can practically name the 209 because I have to review that list quarterly for the Director.

MR. SHELDON: They would remain as consultants during an emergency.

MR. KIRKPATRICK: Your TSS and OSI are all high-level scientists, and they're going to be in great demand.

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[REDACTED] But, Kirk, if they are appointed by us to the National Defense Executive Reserve then they are earmarked for us and no other agency can get their hooks into them.

MR. KIRKPATRICK: Maybe this is getting there first, but maybe you would be overridden by ODM. I think when you go to ODM with this list they are

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going to say, "Well, Shostakovitch is going here. Turkovitch is going there."

[REDACTED] We will find that out when we take the list to them.

[REDACTED] What is the residual when you finish with that group--the number that are over 60 and the ones in the technical offices?

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[REDACTED] We have prospects of not more than 60, which we are trying to spread over the various offices. For example, there is a cluster of 19 in the DCI's Office. But there again the age factor and judging by the time they have been consultants--

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MR. KIRKPATRICK: That includes people like [REDACTED]

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[REDACTED]

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MR. BAIRD: You want the latter two.

MR. KIRKPATRICK: Yes, but what I am going to propose is that rather than confining ourselves to the so-called "consultants," that we use our alumni.

25X1A5a1

[REDACTED] Since we prepared this paper - there are three other sources. There are some among our covert associates; there are about 25 super-grades who have left the Agency, a number of whom would be suitable, perhaps, in the National Defense Executive Reserve; and among the GS-15's there are a number. In other words, among our alumni.

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We have talked this over with [REDACTED] in some detail and he recommends that to the extent that it is practical and possible we appoint alumni, because they already know about the Agency and their clearances can be brought up to date, of course, and have them participate in Operation Alert for 1958, 1959, 1960, and so on, as is recommended by the Executive Office of the President. We would not be revealing to them things which they don't already know. Therefore, it is [REDACTED] recommendation that we use persons of that type, and that he aid the three Deputies in selecting the group which would most conform to the Office of Security's concept of revelation of internal operations to these Executive Reservists when they participate in the annual Operation Alerts.

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The whole purpose, really, in my opinion, of participating in the National Defense Executive Reserve, is that at the present time CIA has a big goose egg after its name whenever a list comes out, and from an internal Government public relations point of view it would be better if we could show

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that we were participating, even on a token basis. And ODM sympathizes with our point of view, rather than once a quarter publicizing to 14 or 20 different agencies that do participate, that CIA is supposed to participate but doesn't.

COLONEL WHITE: I think that is true, but more important is the fact that somebody else is going to have all the people.

[REDACTED] Somebody else will have our consultants if we don't earmark them as our Reservists. 25X1A9a

MR. BAIRD: I think it's below this level. I'm thinking about, for instance, [REDACTED] psychologists. 25X1A9a

[REDACTED]: That doesn't have anything to do with this. You remember the Council approved the Specialist Reserve, and it is coming to the PRC just as soon as the final paper is written, which is in the offing.

COLONEL WHITE: Maybe I didn't think this through carefully enough either, but the way I reacted was this: that this is probably a good idea. I started thinking who do we have in the DD/S that we could get. And I thought right away [REDACTED] 25X1A9a

COLONEL WHITE: We probably would be interested in recruiting people, with great emphasis on the consultants for the JOT Program. Maybe that is not really what we are talking about, because they are, again, specialists. They are more or less like Matt's psychologists they want to get.

MR. KIRKPATRICK: These are "executives" we're talking about, aren't they? And if these are executives don't you think maybe you should show the Director who you are going to recruit?

[REDACTED] Oh, yes. 25X1A9a

MR. KIRKPATRICK: It doesn't say so here. The Director may be interested to know who his executives in wartime may be. 25X1A9a

[REDACTED] The purpose of this paper is to recommend whether there will be an Executive Reserve or not, and after that, who should be in it.

COLONEL WHITE: And my other reaction was--and I assumed you were going to take care of them in this 15--would be that certainly you would want to get your [REDACTED] and others if you possibly could - but that is really 25X1A5a1

what we are after, instead of my recruiters or Matt's psychologists. 25X1A9a  
[REDACTED] Those come under the Specialist Reserve, which is well on its way--



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[REDACTED] What is wrong with submitting all of our consultants to ODM and then relaxing and enjoying it from that time forward? 25X1A9a

MR. KIRKPATRICK: That would be an interesting exercise, at least.

[REDACTED] It makes for a big number after our name. 25X1A9a

[REDACTED] What harm would it do?

[REDACTED] would not want that. For example, 25X1A9a

25X1A9a [REDACTED] cautions against identifying as our National Defense Executive Reservists what he calls "professional consultants" - consultants who not only consult with us but with a lot of other people as well, and some of the scientists and some of the ORR specialists do just that. He believes it would be a bad idea for us to so identify those.

MR. KIRKPATRICK: But who are we identifying them to except ODM?

25X1A9a [REDACTED] The Civil Service Commission.

MR. KIRKPATRICK: But we have to identify them to ODM first, before we tell the Civil Service.

25X1A9a [REDACTED] No, you identify them to Civil Service.

MR. KIRKPATRICK: I thought the whole purpose of the exercise was to find out if they had been tabbed by somebody else.

25X1A9a [REDACTED] The Civil Service Commission keeps a tab on them for ODM. I still think it's a good idea to ask for all of them.

COLONEL WHITE: Maybe.

25X1A9a [REDACTED] for example, that he would not recommend [REDACTED] because he was being used in some covert capacity. I don't know what that is. But he mentioned him as a specific one. 25X1A5a1

MR. KIRKPATRICK: Before we submit this list, though--this list is in the process of revision, and in processing my quarterly review the Director has struck four from this list, so why don't we wait until this quarterly review is cleared up.

COLONEL WHITE: What I was going to say, is there anyone who feels we shouldn't participate in this? That is really the first question.

MR. SHELDON: I think we ought to participate but it seems to me we should be a little more realistic. Why put down a whole series of names of people who obviously can't be executives?

COLONEL WHITE: I for one don't feel we should participate solely or

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even primarily for the purpose of looking good in the eyes of the rest of Government if we don't really feel we are going to have people on this list that if we should have mobilization we would want to get into the Agency--that I wouldn't participate. But I for one think we should participate because if we don't show an interest in some of the people we would like, then somebody else is going to show an interest and we don't be able to get them.

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[REDACTED] There are several bench marks. Nobody over 60 should be on this list.

MR. BAIRD: Why?

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[REDACTED] What good will he be five years from now? That is one of the bench marks of ODM. They recommend that you don't have persons who are too old--let's put it that way--and they have set it at that age. I think we should have as reservists only those persons we are prepared to have participate in Operation Alerts. That is the primary exercise of the National Defense Executive Reservists annually, from the ODM point of view. So if we are not prepared to have them participate there, then they aren't the kind of persons that fit the National Defense Executive Reserve pattern.

MR. KIRKPATRICK: The more I think of it the fewer executives I think there are on our consultants' roster who would be available. All of the ORR consultants, most of whom are industrialists or industrial specialists, are certainly going to be frozen right there where they are in time of war because they are all in the metal trades or machine tools industry.

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MR. BAIRD: [REDACTED] - people of that nature you want.

MR. KIRKPATRICK: He is the Director's consultant.

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MR. SHELDON: A fellow like [REDACTED] now that guy is of executive calibre. It seems to me we ought to screen the consultants' list and say which ones are of executive calibre.

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[REDACTED] That is all we propose here, that we screen them. I'd like to make this quite clear: If this person is identified for the National Defense Executive Reserve we have him, and ODM says we do, and they protect us against the Department of Defense or anybody else. That is the whole purpose of the exercise. ODM is responsible under the President's Executive Order to see that there is not proselytizing or raiding, so that you can count on them in the event of an emergency. That is the only purpose of it.

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[REDACTED] I'll believe it when I see it.

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MR. KIRKPATRICK: Rud, isn't the simplest way that each Deputy Director go through his consultant list and alumni list and come up with a list?

[REDACTED] That is what we recommend.

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COLONEL WHITE: You are not restricted to the consultants' list, and you may come up with something less than ten, but that is a good place to start.

Is this paper acceptable, then?

MR. KIRKPATRICK: I so move.

. . . This motion was then seconded and passed . . .

. . . [REDACTED] left the meeting . . .

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COLONEL WHITE: I don't know about this next item, the Special Placement Committee. Gordon hasn't discussed it with me.

[REDACTED] It's an excellent idea. I move we pass it.

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MR. KIRKPATRICK: So do I.

MR. SHELDON: Wait just a minute. We think it is fine but we don't think it has enough teeth in it. This sort of thing has been tried before and it bogs down because they have got no power except to negotiate and recommend, and nothing ever happens. We don't think there is quite enough in it yet.

MR. BAIRD: There is more than just recommending. It says, "will render decisions" subject to approval by the Deputy Directors, and he takes it right up to the Director.

[REDACTED] It's a pretty toothy thing.

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MR. SHELDON: We think you should be even tougher than that.

COLONEL WHITE: What would you suggest, Ting?

MR. SHELDON: Why can't they have the power? Why does it have to be appealed on forever, and take up the Director's time, and supposing it's a GS-5, or what have you.

MR. KIRKPATRICK: I don't think you're going to run into that, frankly. Gordon has already, practically on his own, made several placements against wishes, and there was a slight argument and then the flurry subsided. And I bet in 90% of these cases, unless it is extremely high level, that the Deputy

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Director concerned will not want to appeal it to the Director.

MR. SHELDON: You really think it will work? We are all for having something work.

[REDACTED] I'd like to help make it work, as a matter of fact.

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MR. SHELDON: That is our point, to make it work better.

COLONEL WHITE: It seems to me a Deputy Director is going to think twice before he appeals, and I don't see how you could stop a Deputy Director from appealing if he wants to appeal, anyhow.

MR. BAIRD: Well, the Deputy Director that might appeal would be the one on whom the man was foisted, because he occupies one of his slots.

[REDACTED] That is right.

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COLONEL WHITE: The paper is fine with me. The only thing I thought of when I read it was that maybe this Committee ought to have some responsibility for reviewing what happened to that man about six months after he was assigned. But maybe that is going a little too far.

MR. KIRKPATRICK: The Director of Personnel can do that without a Committee, and if he needs the Committee he can reconvene it.

COLONEL WHITE: Then it is the consensus of this meeting that this paper is accepted.

MR. BAIRD: I am assuming the Director of Personnel would bring in any other advice. We have records in the Office of Training that would be of service.

[REDACTED] I'm sure he does.

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COLONEL WHITE: That is a very good suggestion.

Any other business, Rud?

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[REDACTED] Yes, sir. Item 4 on the agenda. The Council has discussed on a number of occasions the matter of establishing a program and attempting to set some sights for itself. I have discussed it with Mr. Kirkpatrick and [REDACTED] and many people--and [REDACTED], and you, Red. This list has been prepared by Mr. Stewart and myself, and he has cleared it. These are the things which he would like to propose the Council discuss at some time in the foreseeable future, some of them as soon as possible. I think he would also like to propose that the Council meet on a regular schedule, say twice a month--pick out a first and a third Thursday, or a second and

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fourth Thursday, or something like that, which will enable us to phase and schedule the paper work and the staff work which should underlie any meeting of the Council.

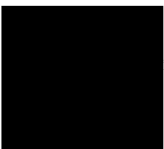
Now, item 1 here is "Development Complement - Staffing Pattern - Flexible T/O" - which the Council approved a year and a half ago and it has been in operation in Commo since then. When it was approved in October of 1955, the Council wanted to see how it was working within six months. Actually, it's been in effect for about a year now, wouldn't you say, Larry?

 Yes.

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So the Chairman feels that perhaps it is time for the Council to take a look especially at this flexible T/O aspect of it, because that part would, if acceptable to the Agency, provide tremendous relief from T/O paper work and would provide many of the easements that we have looked forward to for a long time.

Item 2 [Pay Plan] is a very skillfully prepared and revolutionary pay plan which provides flexibility in remunerating specialists without the necessity for grade promotions and all the implications that that has. It extends the pay range so that it is more nearly comparable to that which is used in industry. You know that the industry pay scale is much more flexible than the Government pay scale. This is a distinct approach toward the flexibility that the industry has in its pay scales, and this has a bearing on some of the things you and I have talked about, Ting [Sheldon].

 Are we captive to this list or can we throw things off?

: You can throw things off or add to it.

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But if we don't accept it there will be an argument about it. [Laughter]

COLONEL WHITE: The list is all right with me but I want to make sure that before items such as item No. 1 and item No. 2 come before the Council they are thoroughly staffed out. Those are highly controversial points, and I want to make sure that we don't come to the Council and then have to go back to the Comptroller and the General Counsel, and somebody else. I'd like to make sure there is a thorough piece of staff work done on those before they come to the Council.

MR. KIRKPATRICK: I'd like to see item 12 moved up in the order of

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priority.

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[REDACTED] There is no priority here.

MR. KIRKPATRICK: It's down to item 12 there now. This involves the whole question as to whether, when an individual is turned down for career status, any effort should be made to remove that individual from the Agency. And this is going to be tied in with all of the Director's murmurings these days about possibly reducing the Agency in size. So I think we might cope with this, and that would solve the problem of maybe around 150 people.

[REDACTED] When I showed General Cabell the year end statistics on the Career Staff--and you saw the memo [indicating Colonel White]--General Cabell suggested this be brought before the Deputies' meeting in the near future.

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I think [REDACTED] felt that it would be a good idea for it to be discussed here before it went to the Director.

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MR. KIRKPATRICK: Sure, you can get a decision there without having any evaluation on what should be done.

[REDACTED] So we might consider item 12 very soon. We are prepared, say within two weeks or a month, to have an adequate presentation to the Council on this.

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MR. KIRKPATRICK: Oh, I thought you were ready on all of these!  
[Laughter]

[REDACTED] Certainly not. I'm not ready and I don't think Red is ready. You can't do all of these at once. I think this is about a three month program.

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COLONEL WHITE: I'd like Gordon to bring them up in any order he wants to--wouldn't you think so? He is the Chairman of this Council - let him put what he wants to on the agenda. But I wonder if we need to meet twice a month? We have a lot of meetings.

MR. KIRKPATRICK: I think it's a good idea, frankly. We could have shorter meetings and accomplish more, because I think when you get backed up and have a long agenda you don't give it all due consideration.

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[REDACTED]: We couldn't cover all of this on a once-a-month basis before summer, by any stretch of the imagination, and give it due consideration.

MR. BAIRD: I've asked for an item to be included and been turned down for six months. It's the question of career designations, the question of

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rotation from one service to another.

COLONEL WHITE: I may have been responsible for turning it down, Matt.  
Is this the one that I threw out?

[REDACTED] I'm afraid it is, Red. [Laughter] 25X1A9a

MR. BAIRD: We have no trouble with the DD/P on it but we do with the DD/I.

[REDACTED] What you threw out was a large part of what Matt wants. 25X1A9a

COLONEL WHITE: Matt, I didn't know it was your suggestion, but I threw it out.

MR. BAIRD: I didn't know who threw it out.

COLONEL WHITE: So let's have a talk [indicating Mr. Baird] about it.

[REDACTED] And if anybody has any suggestions on what the Council should consider, they can submit them. 25X1A9a

. . . Mr. Stewart joined the meeting . . .

[REDACTED] They have approved everything, Gordon, and now we are discussing the program for the Career Council. 25X1A9a

MR. STEWART: This is just a sketch of a program, of course.

[REDACTED] I committed you to the opinion that the Council should meet twice a month more or less on schedule, as a possible suggestion for the Council to consider. And also that here are topics which the Council might profitably consider and discuss. 25X1A9a

[REDACTED] We suggested that you bring them up in any order that you cared to. 25X1A9a

MR. STEWART: Right. I think probably the first thing I will bring up will be the No. 4 item [Comments and Recommendations of Inspector General in reference to personnel matters]--the Inspector General's paper, and I will try to have that in two or three weeks, if possible, because I would like to have a pretty good idea of what kind of response I will make to the Director on it before the meeting. So I'd like to discuss that with you here.

[REDACTED] Kirk suggested we move item 12 [Review of cases of individuals whose applications for membership in the Career Staff are deferred or denied] up to an early discussion, in view of the Director's interest in the mediocrity problem. 25X1A9a

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[REDACTED] That would be dandy.

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MR. STEWART: That is certainly high on the agenda.

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[REDACTED] suggestion isn't on this, [REDACTED]

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[REDACTED] and it was left off by accident. [REDACTED] has suggested

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that a Task Force be set up to examine into what he would call "administrative inequities." This was a discussion I had with him quite sometime ago, and most of what he suggested I think would fall into the category of administrative inequities. Would you enlarge on that, Larry?

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[REDACTED] We, of course, do a lot of traveling. For instance, during October I spent a lot of time traveling through Europe, and I was absolutely appalled by the inequities. I fully realize that you can't hope to equate everything, but some people are getting too much and other people too little. We had listed just a lot of items here.

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[REDACTED] Too much what?

Too much on the easy side of living.

Too much plush.

For instance, I found one place where people would move in with babies and there are no accommodations for them at all, and they have to live in a hotel for three or four or five months, and the hotel didn't serve meals---just really rough. At the next station I went to they had some six or eight apartments sitting there empty, just waiting for people to come in. This hurts - when you see the inequities.

MR. KIRKPATRICK: Is this the proper forum for such consideration?

COLONEL WHITE: I don't think so. This is the first I've heard of this.

25X1A9a

[REDACTED] Our suggestion was that a Task Force be created to review these conditions. We have several suggestions, such as - you have your

25X1A

[REDACTED] which is now administered on the authority of the Chief of Station. We would suggest he be in a recommending position and have something similar to the State allowances.

[REDACTED] I think your idea would be for the Council to take cognizance of this fact and to authorize or sponsor such a Task Force, and review the findings of such a Task Force.

25X1A9a

[REDACTED] Isn't it more appropriate to turn that over to Colonel White?

25X1A9a

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MR. KIRKPATRICK: Yes. He is a one man Task Force to do this, as far as I am concerned.

COLONEL WHITE: These things haven't been brought to my attention.

I think we have a tendency here--and lately it's been better than it was in the past--to put a lot of things on this platter up here which take up people's time who don't have any responsibility for solving it, and all the Council could do would be to say, "We want everything to be equitable." So I don't think this is an appropriate thing for us to put on the agenda. I also question another item here which is in the same category--the duplication of effort in personnel administration.

[REDACTED] This was your suggestion, Kirk.

25X1A9a

COLONEL WHITE: It's a good subject to discuss. We all recognize there is some duplication, but what you are going to end up by doing is to turn to Gordon and say "eliminate"--

MR. KIRKPATRICK: I think what Gordon wants us to do is let us tell him how to eliminate it.

COLONEL WHITE: I don't object to that being discussed, but we all have a lot of meetings to go to, and I think we ought to stick to those things that are important from a personnel policy point of view or Career Service point of view, and not use this Council as a forum for things that we don't have to.

25X1A9a

[REDACTED] Bob Amory has asked for two things in the past--which I dredged up out of my memory on the way over here today--he asked for a discussion of the Senior Civil Service. I don't think there is any urgency about that, because the Senior Civil Service isn't actually in existence, but it is before the Executive Branch of the Government continuously. Another thing he asked for was ways and means--do we want to or not want to participate or request for slots, or something of that sort, at the Imperial and also the Canadian National Defense Colleges. I mention those because Bob was interested in them.

COLONEL WHITE: Well, on the first item, I think Bob made quite an issue here on the point that he wanted this participation in the Senior Civil Service discussed. I think that is a very appropriate thing to discuss here--since he wants it--and I think that ought to be put on the agenda as soon as he gets back.

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On the other one, though, I wonder--

MR. BAIRD: That has been brought up for five or six years that I know of. I think there again that is something that, frankly, involves very, very high-level policy.

COLONEL WHITE: If Bob wants to, let him put his piece of paper in and let the Director make his decision. What can we do here?

MR. BAIRD: That is the Joint Chiefs' level.

COLONEL WHITE: It doesn't serve any purpose for us to debate it at this table.

MR. SHELDON: You get into reciprocal privileges, too.

MR. KIRKPATRICK: Anybody from the DD/I would thereafter be always restrained in his assignments with the Agency. I assume it would be DD/I. I don't think [REDACTED] is planning to send many of his people to the Imperial Defense College, at least not overtly.

25X1A9a

MR. STEWART: Is there anything else? [No response.] Then I suggest we adjourn.

. . . The meeting adjourned at 4:15 p.m. . . .

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